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APPENDIX A

DEFINITIONS OF TERMS

Definitions for physical requirements are taken from The Revised Handbook for Analyzing Iobs published by the United States Department of Labor, Employment and Training Administration in 1991.

Sedentary Work:

Exerting up to 10 pounds of force occasionally or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs are Sedentary if walking or standing are required only occasionally, and all other Sedentary criteria are met.

Light Work:

Exerting up to 10 pounds of force frequently, or a negligible amount of force constantly to move objects. Physical demand requirements are in excess of Sedentary Work. Even though the weight lifted may be a negligible amount, a job should be rated Light Work; (1) when it requires walking or standing to a significant degree; or (2) when the job requires working at a production rate pace entailing the constant pushing or pulling of materials even though the weight of those materials is negligible.

Medium Work:

Exerting 20 to 50 pounds of force occasionally, or 10 to 25 pounds of force frequently, or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of Light Work.

Heavy Work:

Exerting 50 to 100 pounds of force occasionally, or 25 to 50 pounds of force frequently, or 10 to 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of Medium Work.

Very Heavy Work:

Exerting in excess of 100 pounds of force occasionally, or in excess of 50 pounds of force frequently, or in excess of 20 pounds of force constantly to move objects. Physical Demand requirements are in excess of Heavy Work.

Standing: remaining on one's feet in an upright position at a work station without

moving about

Walking: moving about on foot

Sitting: remaining in a seated position

Lifting: raising or lowering an object from one level to another (includes upward

pulling)

Carrying: Transporting an object, usually holding it in the hands or arms or on the

shoulder

Pushing: Exerting force upon an object so that the object moves away from the force

(includes slapping, striking, kicking, and treadle action)

Pulling: Exerting force upon an object so that the object moves towards the force

(includes jerking)

Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles and the

like, using feet and legs or hands and arms

Balancing: Maintaining body equilibrium to prevent falling when walking, standing

crouching or running on narrow, slippery or erratically moving surfaces

Stooping: Bending body downward and forward by bending spine at waist, requiring

full use of lower extremities and back muscles

Kneeling: Bending legs at the knees to come to rest on knee or knees

Crouching: Bending body downward and forward by bending legs and spine

Crawling: Moving about on hands and knees or hands and feet

Reaching: Extending hand(s) and arm(s) in any direction

Hand

Height: The height at which the worker accomplishes the majority of elements in the

task.

Fixture.

Height: The height at which the worker works when operating a machine or other

fixture

THE RESERVE WHEN THE PROPERTY OF THE PERSON OF THE PERSON

Flexion/Extension:

Shoulder: Slight Flex:

moving the arm away from the body from 10 to 45 degrees

Flex: moving the arm away from the body from 46 to 180 degrees

(includes reaching overhead)

Elbow: Slight Flex:

bending the arm at the elbow from 10 to 45 degrees

Flex:

bending the are at the elbow from 46 to 180 degrees

Wrist:

Flex:

bending the wrist downward

Extension:

bending the wrist upward

Deviation:

bending the wrist from side to side

Essential

Function:

Any element of the task that <u>must</u> be completed by the worker without assistance and without modification. If a worker is unable to perform an

Essential Function he is unable to complete his required job duties.

APPENDIX B

Position Title: A Line Operator

Description: The A-Line Sub Assembly Operator, is responsible for assembling the component parts for the front seats of trucke Operators will work at one of as many as 15 different tasks along the assembly line. Operators will use a variety of hand and power tools including pnaumatic wrenches and screwdillers, and will operate a variety of machines including fluctures and power assist lifts. Operators rotate to a different station group the line each day.

Essential Functions:

- Lifting up to 12 pounds frequently
 Standing constantly
 Use of hands and arms constantly
 Ability to discriminate colors and textures

Strength Requirements

| Weight in pointer | Never | Occasional 1-33 % | Frequent 34 = 65 % | Constant 67 - 100 % |
|-------------------|-------|----------------------|--------------------------------------|------------------------|
| 4-10 | | | X | |
| 11-90 | | . 4 | X | |
| 21.60 | × | à | | |
| S1 ~100 | X | * 1:1 | | |
| 100 → | × | | the anist agree where the second sec | |

Physical Requirements

| | Nove | Occasional 1-33% | Frequent 34 - 66 % | Constant 67 - 100 % |
|------------------|------|--|--|------------------------|
| Sitting | X | TO THE RESERVE OF MARKET OF MARKET OF THE PERSON OF THE PE | | And the second |
| Standing | | * | क्रम्य स्ट १ जन्द्रवासम्बद्धस्यस्य । स्ट १००० व र | X |
| Walking | | X | | |
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| Create ring | | X | e vastumasta pri iri e kon | |
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| Climbing | X | S | 0 .00 .00 .00 .00 .00 .00 .00 .00 .00 . | ern tiste at net seema |
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| Midal Savietions | | X | | |
| 400 | |) | production productions and discontinuous and dis | × |
| Yearing | 4.00 | | X | |
| | | X | | |

A Line

page 2 of 3

Frequencies

| | 3 - V | 4 times | lit per milhi | de l | 4 | Me 9 times | Augus Det mint | rts (| iabe | # 10 Gm | | |
|---------------------|------------|-----------------------|------------------|-----------|-------|---------------|-------------------|---------|-------|---------|-------|-----------------------------|
| | Never | Right | Lot | Both | Never | Pligan | - Luit | South | Never | Hight. | 1.4 | Both |
| Púshing | | | | | | No. | | Х | | | | , |
| Pulling | | | | | | | | X | | | | |
| Pinch Grip | | | 1.9. | - remi, i | e ne. | a di il | | | | | | X |
| Grasp | | Q. | | | | | | | | | | X |
| Reach forward | a culture | ni Visikizani alia | رود در و ر | | | | | X | | | 4 180 | - 11 - 1 - 1 - 1 |
| Reach above | | | | X | | | | | | | | |
| Finger movements | | | | | 3 | | | | , | | | X |
| Foot Pedal | CENTRE FEA | / | | X | | िक स्तर | <u> </u> | 1914 J. | | Alexa. | | |

Working Conditions

| | yes | no | | 761 | |
|--------------------|---------------------------------------|----------------|-------------|-----|---------------|
| Vibration | | X | Frenchisch | | X |
| Noise | | X | Tanyan . | X | · |
| Extreme Cold | Second by the second as electrical in | X | | X | · |
| Extreme Heat | | X | Works Alone | X | |
| Dust | - Georgia Salanda | | Works all. | X | • |
| Otors | | X | A constant | X | e system is a |
| Foot Protection | | × | | X | |

Flexions

| | Never | flight | Left | Both | HOW | Plate | 198 | Both | | | | |
|-------|------------|----------|------------|--------------|----------|-------|---------|-----------------------|----------|-------------|-----|---|
| | 47457X (3) | A SECURE | April 2778 | | 2. 20:02 | | arishe) | Control of the second | | W-15-63-323 | | |
| Twist | ! i | - | | , A , | 12.54 | | | | 1. 1. 1. | | | |
| | | | | X | | | | X | | ,,, | | X |
| Flex | 1 | | | | | | | | | | 1 4 | |

A Line

page 3 of 3

Maximums

| Vision of artists | Secret Section | |
|-------------------|----------------|------|
| Grips | Requ | ked? |
| | V98 | no: |
| Pinch . | X | |
| key. | X | |
| Pilipir | X | 9 (1 |
| Charrie | X | |

| Reaches | Requ | keä? | | | |
|------------------|------|------|----------|--|--|
| 3 4 5 4 | yes | no | Distance | | |
| Forestd | Х | | 32 * | | |
| Above Steder | х | 7: | 80 * | | |
| Finther Height | X | | 32.* | | |
| Tall the same of | | | | | |

| | | W. T. E. |
|----------------|------------|----------|
| Lifts | REQUIRED / | Wielaty |
| Floor to Webst | х | 12 |
| Wast to Shidt | . X | 12 |
| Cift and carry | gr. X' | 12 |

| Newscont Control | | |
|------------------|------|-----------|
| Forces | | |
| | | A. 37 (2) |
| | Rosh | PAINSC |
| Maximum | 44 | 10, |
| | rt. | |

| 900 | 201-201-201-201-201-201-201-201-201-201- |
|--|--|
| Physician's Approval: | |
| Approved as described | (Signature and Date |
| Approved with modifications | (Signature and Date |
| Modifications and Comments: | |
| | |
| The following have been reviewed: | |
| Job Analysis Summary | |
| Videotaped Analysis Photographic Description | |

This Program Developed and Protected by:



Phoenix Rehabilitation Organization, Inc. P.O. Box 724496 Atlanta, Georgia 30039

Toll Free: 1-888-445-9463

Fax: 770-319-6677

APPENDIX C

Automax Seating Corp. 211 Michigan Street Atlanta, GA 30043 1-800-555-1212

Physical Demands Analysis

Effective: 10/2/99

| A-Line Sub Assembly Operator (: DOT: 806.684-010-) | Page: 1 of 10 |
|--|--|
| The A-Line Sub Assembly Operator is responsible for assembling the Operators will work at one of asimany as 16 different tasks along the asserption tools including presumatic wrenches and screwdrivers, and will oppower assist lifts. Operators rotate to a different station along the line each | mply line. Oberators will use a variety of using and |

Department: A Line

Task: Cushion Trim to Foam

- 1. Obtain Cushion Foam/Trim
- Obtain cushion foam/trim. from conveyor Inspect for defects
- = Essential Functions

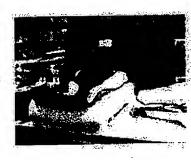


| | Left Arm | Right Arm |
|----------|-------------|-------------|
| Shoulder | slight flex | slight flex |
| Elbaw | flex | flex |
| Wrist | n/a | n/a |
| Grip | pinch | pinch |

| Force | Back | Nack |
|-------------|------|-------------|
| 3 lbs. lift | ฟล | slight bend |

| 1 | Hand Height | Forward Reach | |
|---|-------------|---------------|--|
| I | 42* | 18" | |

- 2 Set Velcro
- Set velcro on foam to trim

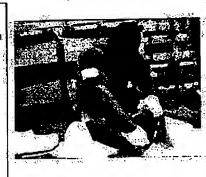


| | Left Arm | Right Ann |
|----------|-------------|-------------|
| Shoulder | slight flex | slight flex |
| Elbow | slight flex | slight flex |
| Wrist | flex | flex |
| Grip | pinch | pirich |

| Force | Back | Neck |
|-------------|-------------|-------------|
| 5 lbs. push | slight bend | slight bend |

| Hand Height | Forward Reach |
|-------------|---------------|
| 42 | 18 |

- 3. Roll Trim
- Roll cushion trim over cushion
- Inspect custion
 Place build tag on front of cushion



| | Left Arm | Right Arm |
|----------|-------------|-------------|
| Shoulder | slight flex | slight flex |
| Elbow | slight flex | slight flex |
| Wrist | flex | flex |
| Grip | pinch | pinch |

| Force | Back. | Neck |
|-------------|-------------|-------------|
| 5 lbs. push | slight bend | slight bend |

| Hand Height | Forward Reach |
|-------------|---------------|
| 42 | 18 |

| Job Title: | Dakota A-Line Sub Assembly Operator | Page: 2 of 10 |
|-------------|---|---|
| Description | The A Line Sub Assembly Operator is responsible to assembling: Operators will work at one of as many as 18 different tasks along the as power tools including pneumatic whenches and screwdrivers; and will power assist litts. Operators rotate to a different station along the line of | operate a variety of machines including focures and |

Task: Frame Prep / Back Stuff Department: A Line Left Arm Right Am 1. Frame Prep Shoulder slight flex Obtain back frame Position in fixture Elbow flex. Obtain lumbar cam Wrist Bolt cam to frame using 2 Grip pinch Back Force 11 lbs. lift slight bend Forward Reach Hand Height 46 " 2. Frame Prep Obtain lumbar strap Seat lumbar strap



| ` | | Felt Arm | Right Am |
|---|----------|-------------|-------------|
| | Shoulder | n/a | n/a |
| | Elbow | flex | flex |
| - | Wriet | slight flex | slight flex |
| 1 | Grip | pinch | pinch |

slight flex

flex:

n/a

chuck

Neck

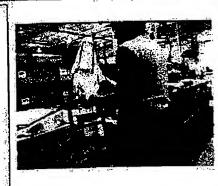
slight bend

12"

| , | Force | Back | Neck | |
|---|----------|-------------|-------------|--|
| | 1lb.lift | slight bend | slight bend | |

| Н | and Height | | orward Reaci | 1 |
|------|------------|-------|--------------|-----|
| 1121 | 46."` | 1 | 12 * | ľ |
| | \$\F() | - 4-3 | 400 | إبب |

- 3. Frame Prep
- Obtain bag Place over frame



| | Left Am | Right Arm |
|----------|-------------|-------------|
| Shoulder | slight flex | slight flex |
| Elbow | flex | flex |
| Wrist | slight flex | slight flex |
| Grlp | pinch | chuck |

| Force | Back | Neck |
|-------------|------|-------------|
| 2 lbs. pull | ·n/a | slight bend |

| Hand Helpht | Forward Reach |
|-------------|---------------|
| 48* | 12* |



| Job Title: | Dakota A-Line Sub Assembly Operator | Page: | 3 of 10. |
|--------------|--|--|--------------------------------|
| Description: | The A Line Sub Assembly Operator is responsible for assembling the Operators will work at one of as many as 16 different tasks along the asseption tools including prejumatic wrenches and screwdrivers, and will oppower assist life. Operators rotate to a different station along the line asci | mbly line Operators erate a variety of ma | will use a variety of hand and |

Department: A Line

Task: Frame Prep / Back Stuff

| | Plac | | |
|---|------|--|--|
| | | | |
| • | | | |

- Obtain correct back trim Place on rollers Press footpedal to clamp trim



| | Left Arm | Right Arm |
|----------|-------------|-------------|
| Shoulder | slight flex | slight flex |
| Elbow | flex | flex |
| Wrist | slight flex | slight flex |
| Grip | pinch | pinch |

| Force | Back - | Neck |
|-------------|--------|-------------|
| 2 lbs. lift | bend | slight bend |

| Hand Height | Forward Reach | |
|-------------|---------------|--|
| 12 4 | 12 ° | |

2. Place Foam/Frame

- Obtain back frame

- Place back frame into foam Place foam/frame into foam Press footpedal to clamp frame



| | Left Arm | Right Arm |
|----------|-------------|-------------|
| Shoulder | flex | flex |
| Elbow | flex | flex |
| Wrist | slight flex | slight flex |
| Grip | pinch | pinch |

| Force | Back | Neck |
|--------------|-------------|-------------|
| 12 lbs. lift | slight bend | slight bend |

| Hand Height | Forward Reach |
|-------------|---------------|
| 74 | 18* |

- 3. Operate Stuffer
- Press footpedal to operate stuffer
- Press footpedal to raise seat back
- Remove seat back Place on conveyor



| | Left Arm | Right Arm |
|----------|-------------|-------------|
| Shoulder | slight flex | slight flex |
| Elbow | flex | flex |
| Wrist | n/a | n/a |
| Grip | pinch | pinch |

| | Force | Back | Neck |
|---|--------------|------|-------------|
| I | 13 lbs. lift | n/a | slight bend |

| Hand Height | Forward Reach |
|-------------|---------------|
| 46 | 12* |